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The main part of the monograph covers the attempts of the chief employers' association to obtain the consent of the unions to a system of "mutual government." This plan involved the creation of a joint commission to act as a court of appeals to adjudicate disputes that could not be settled locally. From 1902 to 1906 the employers pressed their proposition, altering its details from time to time in an endeavor to gain the main point. For a brief time "mutual government" was given a trial, only to be rejected by the unions. At last the separate employers' associations consolidated, then instituted and finally won a sharp fight for the open shop.

Dr. Hoagland's account is of peculiar interest to students of labor organization, because it reveals a clear case of trade-union "tyranny," and also because it shows that arbitrary policies contain the seed of their own destruction. The history of the lithographic industry makes it evident that trade unions cannot withstand reasonable requests for peaceful bargaining unless they wish to force employers into combinations strong enough to defeat labor at its own game.

FRANK T. STOCKTON.

KELLY, R. W. *Hiring the worker; a manual for employment managers.* (New York: Engg. Mag. Co. 1917. \$3.)

MILLS, F. C. *Contemporary theories of unemployment and of unemployment relief.* Columbia University studies in history, economics, and public law, vol. LXXIX, no. 1. (New York: Longmans. 1917. Pp. 178. \$1.50.)

ROCHESTER, A. *Child labor in warring countries. A brief review of foreign reports.* Industrial series, no. 4. Bureau publication, no. 27. (Washington: Children's Bureau, U. S. Dept. Labor. 1917. Pp. 75.)

VAN KLEECK, M. *A seasonal industry. A study of the millinery trade in New York.* (New York: Russell Sage Foundation. 1917. Pp. x, 276. \$1.50.)

New York City supplies millinery for her own cosmopolitan population and for women in every state of the Union. This results in a focusing of evils which have made the trade a striking illustration of the waste of which our present industrial system is capable. The large demands for feminine head-dress are extremely erratic since they depend on the "fickle fancies of fashion" and on seasonal variations which no one has learned to forecast. The temptation to postpone production until the uncertain demand can be gauged is increased by the large oversupply of youthful, unorganized labor which waits at call. There is an aesthetic side to the trade which appeals strongly to women; vocational schools and settlement clubs are continually increasing the number of girls with some experience in the industry; and the trade offers possibilities of independent business enterprise which recommend it to many ambitious women. The logical results of the varying demands for the product and the

oversupply of labor are set forth fully and effectively in an interesting narrative and well organized statistical tables, under a title to which this industry has established its paramount claim.

The conditions revealed by the investigation furnish a strong argument in support of the recommendation of the New York State Factory Investigation Commission that wage boards should be organized for the regulation of industries in which women and minors are employed at less than a living wage. The millinery trade fails to yield a living wage to over half of its workers; less than three out of each hundred whose names appear on the payrolls receive wages from one position throughout the year; the majority of its employees suffer the strain of job hunting at three-month intervals and have an annual average of nine weeks of idleness. The Australian experience with wage-board regulation of the extensive millinery industry of Melbourne is presented as an encouraging example. Miss Van Kleeck suggests that "the strongest argument for a wage board in the millinery trade in New York rests on the need for concerted and intelligent action on the part of employers and employes in a trade in which at present coöperation is meager, while its problems are quite beyond the power of individuals acting alone to solve." Improved standards of workmanship and more thorough trade instruction might result from such joint activities. The possibility of an organized effort on the part of wearers of millinery for the purpose of regulating their whimsical demands is suggested as another method of remedying the evils of low wages and irregular employment which afflict its producers.

LUCILE EAVES.

WEBB, S. *The restoration of trade union conditions*. (New York: Huebsch. 1917. Pp. 109. 50c.)

Shortly after the outbreak of the war, the English government secured from the trade unions an agreement to give up all rules which restricted output. An explicit pledge was given that at the end of the war these conditions should be restored. Mr. Webb argues that it is impossible to keep this promise, partly because the loss of national income would be more than could be contemplated, and partly because of the opposition of employers and of the new classes of workmen. The danger, in his opinion, is that there will be a compromise, under which practically all the innovations will be retained and the unions will be left without the protection afforded by the old rules. As an alternative, Mr. Webb proposes a plan designed to preserve the increased national income and to secure the protection of the workman's standard of living. His program includes governmental action to secure the prevention of unemployment, the maintenance of standard rates, and collective bargaining. Apart from its interest as a contribution in an important question, the pamphlet is valuable as containing in brief space an exposition of Mr. Webb's philosophy of trade unionism.

G. E. B.